***Dialogue Protocol for Coaching Conversation***

***(authentic, holistic, organic)***

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| **Phases of dialogue** | **Possible questions/feedback** |
| ***Assess current situation.*** | Where are you right now?  How are things going?  What’s coming up for you?  What classroom practice or area of concern/interest would you like us to look at more closely?  What do you know? What data is available?  What do you mean by “….”? Tell me more about…  Summarize/paraphrase what was said.  **{Develop a repository of practices, strategies related to goal.}** |
| ***Discover the BIG questions.*** | (Listen for the bigger or deeper topic/question/issue. Pay attention for what is wanting to emerge.  Don’t force the agenda.  Allow the essential question to emerge.)  What’s important to you about…?  What draws you to this inquiry?  **{Listening Deeply: Listen for the nuance--in word choice, in tone, inflection, body language. (verbal, para-verbal, non-verbal)}** |
| ***Create images/vision******of possibility.*** | How would you like it to be?  What is emerging for you? Through you?  What is possible? What do you mean by “….”? Or   What is your definition of “…”? Why do you want it? What would this mean to you? What’s the value behind this? What would be the benefit?  **{visioning work, collage work}** |
| ***Examine assumptions, limiting beliefs, blind spots*** | What gets in the way? How do you sabotage yourself? What patterns of behavior or thinking no longer serve you?  Listen for limiting beliefs:   Listen for either/or thinking. (That’s the way it is in my school…I can never….I always…) Investigate blind spot. Reframe.  Turnaround: What is another way of looking at this? How else can you look at this? What do you need to change?  **{Illuminating the Blind Spot. Reframing work}** |
| ***Determine growing edge.*** | What is your next growth step?  What would it take to create change?  ***{Growing edge work: intention, visual image (collage work) presence process}*** |
| ***Cultivating the StillPoint*** |  |
| ***Emerging Plan*** | How will you implement this change?   Is there some further study needed?  If success were guaranteed, what steps would you take right now?  What challenges might come up?  What seed might you plant today?  How could this show up in the classroom?  Decide what would be explored during the DURING…then, determine the appropriate path---model, co-teach, observe.  What are we exploring?  What do we want to know?  How will we gather data?  (What is the impact of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ on students?)  ***{prototyping}*** |
| ***Classroom Visitation***  ***Differentiate questions in preparation of the DURING.*** *(see data gathered from last meeting)* | What is the next best move? See documents to go with each of the following: |
| Observing |
| Co-teaching |
| Modeling |
| ***Schedule:*** | Date/time of DURING (classroom visitation)   \_\_\_\_\_\_\_\_\_\_  Date and time for AFTER conference \_\_\_\_\_\_\_\_\_\_ |

***Dialogue protocol for Mindful Leadership***. Adapted for Instructional Coaching by Carol Adams

(from ***Deepening Community Through Mindful Presence: Allowing Leadership to Emerge***. Carol Adams)

References:

*Social Change 2.0.* David Gershon

*Theory U.* Otto Scharmer

“The Art of Powerful Questions.” Vogt, Brown and Isaacs

*Presence Process.* Michael Brown

How do we include music and art (draw from the well of creativity)?

**The following page provides space for coach’s notes:**

|  |  |
| --- | --- |
| **Coaching Dialogue** | |
| **AWARENESS**  **Current situation: What is happening now?** | |
| **Big question: What question guides your work?** | |
| **VISION**  **Vision of Possibilities: How would you like it to be? (Think BIG. What inspires you?)** | |
| **GROWING EDGE**  **Obstacles: (What gets in the way?)** | **Turnarounds: (What’s another way to look at this?)** |
| **New Intention/Goal/Outcome:** | |
| **EMERGING PLAN**  **Emerging Action Plan: What do I do next? (Nature of inquiry—further study, observe/co-teach/model) (Attention to detail/data collection. Consider data collecting format.) (See page 2…checklist for Co-Teaching)** | |
| **Date/time/location of classroom visitation: \_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Date/time/location of After conversation:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | |

**Challenge conventions.**

**Be curious, authentic,**

**Create time for incubation**